

6.3.1: The institution has a performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff.

The Institute has a well established, transparent, quantitative performance appraisal system. The performance are reviewed annually in the form of Annual Performance Assessment Report (APAR) at three levels i.e., officer reported upon, reporting officer and reviewing officer. Research activities are reviewed through Institute Research Council (IRC) and Research Advisory Committee (RAC). Time bound promotional promotions are ensured through two tracks viz., direct recruitment at every level of the career and Career Advancement Schemes (CAS) at Departmental level. Encouraging the teachers to participate in training programmes, seminars, conferences, sports, recreational activities, etc., takes care of their professional as well as welfare spheres. The Institute has sports grounds, recreational clubs, Gymnasia, indoor and outdoor sports facilities such as badminton, tennis, basket ball and volley ball courts.

The Institute facilitates this by empowering and enhancing the capabilities of its human resource at all levels, through professional and non-technical trainings. Faculty members can undergo 6-month training in any premier national institute of their choice. The faculty of the Institute also avail various fellowships to undergo short-term and long-term international trainings.

Additionally, the Faculty is involved in various committees of the Institute including estate management, hostels and students' activities. In each division, there is a nominated Professor who is responsible for all the student-related issues in the division. Each Professor is assisted by a number of course leaders. The course leaders are entrusted with the responsibility for facilitating the particular course related arrangements. The academic activities of each discipline are monitored and guided by Board of Studies where Professor is Chairperson, and selected faculties and one student representative are members. Similarly, each discipline has a Divisional Budget and Research Committee (DBRC) with Head of the Division as Chairperson, and some selected Faculties as members. DBRC helps the Head of the Division in research and budget management of the Division. Principal Investigators of various externally funded projects are given full autonomy in their project management (recruitment of project staff procurement, etc). Thus, a large fraction of the faculties are involved in various decision making processes and thus enabling them to develop leadership skills. For the non- teaching staff, such as Technical and administrative staff, they are also trained regularly for skill enhancement, given need-based trainings on e- administration.